



Michigan Department of Corrections

F.Y.I.

Your photos could appear here! Details inside.



Be Heard

Staff opinions sought for 2015 survey

Your voice matters. It is especially important now as the state prepares to launch its latest Employee Engagement Survey on March 9, and the department's leaders are listening.

The survey measures job satisfaction and perceptions on opportunities for professional development, leadership, inclusion and communication.



Administrators are eager to respond to your thoughts to make sure the department offers a great place to work. Feedback from these surveys is very valuable.

The previous

surveys revealed that MDOC employees needed more effective internal communication, more opportunities for involvement in policy changes and professional development, and a culture of continuous improvement.

As a result, statewide Effective Process Improvement and Communication (EPIC) teams with 350 employee members are collaborating to implement changes, including those identified by the survey. Leaders have initiated regular opportunities for open discussions with employees, instituted mentoring programs and additional training courses, and boosted staff recognition efforts.

Changes were also made to the survey thanks to employee feedback. Employees will be able to take the survey from home, or on their smart phone if they log into their email, and comment sections will be expanded.

The first year of the survey provided a baseline for state agencies, while the 2013 survey and this year's survey will provide information on improvements and areas of concern that require more attention.

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Please submit articles through your supervisor to
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follow us on Twitter at [twitter.com/](https://twitter.com/MichiganDOC)

[MichiganDOC](#)



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HELP MAKE THINGS RIGHT

Continued from page 2

The survey is completely anonymous and your honest opinions are important. The survey allows employees to confidentially provide input on the work environment and where changes could be made, so administrators can take steps to make crucial improvements.

No reports will be produced where a respondent could be identified based on gender, ethnicity, years of service or any other demographic. If there are not at least 10 people in a demographic who have completed the survey then no report will be generated for that group.

So on March 9, when you receive an email inviting you to participate in the survey, don't ignore it. Last year, roughly half of the department's employees participated in the survey. The hope is that this year more of you will share your voice to give the MDOC the opportunity to continue changing for the better.



To see what employees are saying about the survey, click [here](#).

From the Director's Desk:

Proposed corrections spending a reflection of our diligence and hard work

As you might have noticed in Gov. Rick Snyder's budget presentation this week, proposed spending for the department for the next fiscal year will fall below \$2 billion for the first time since 2012.



Director Daniel Heyns

Consider it a triumph, rather than a cause for alarm.

Thanks to all of you, this reduction in spending is being accomplished without closing any of our facilities or laying off staff. In fact, we plan to hire as many as 1,000 new corrections officers this year and will continue to make improvements to our facilities and investments in new technology.

Our ability to reduce spending while enhancing our operations is a clear reflection of the hard work and diligence of the department's dedicated employees, who have helped find creative solutions to control costs without sacrificing the safety of the state's citizens.

Some of these cost-saving measures include improvements to transportation logistics, eliminating administrative vacancies and relocating inmates from Kinross Correctional Facility to the Hiawatha Correctional Facility, which will improve safety and security for staff and prisoners in addition to saving money. You can find more details about these savings on the next page.

Your efforts have also allowed our budget to remain relatively stable over the last four years, despite more than \$330 million in new annual legacy cost payments—a feat that drew praise from the Governor when he singled out Corrections as an excellent example of fiscal responsibility during his presentation.

It has been a great source of pride that we have demonstrated our ability to live within our means and succeed.

I look forward to continuing our trend of sound fiscal management in the years ahead and reinforcing our role as responsible stewards of taxpayer dollars.



A Penny Saved



Cost savings steps include operating efficiencies, lower workers comp

Our strong foundation in financial discipline is important to note as a total of \$23.7 million in spending reductions is expected for the Department of Corrections for the 2015 fiscal year, and \$28.6 million in reductions has been recommended for the 2016 fiscal year. These reductions will be absorbed by current cost-saving measures and will include no cuts or impact on department operations.

Department of Corrections budget savings

\$23.7 million in cuts yet **NO LAYOFFS!**



2015 fiscal year

\$23.7 MILLION
SPENDING
REDUCTIONS

2016 fiscal year

\$28.6 MILLION
RECOMMENDED
SPENDING
REDUCTIONS

\$\$\$\$\$
7.6
MILLION



\$\$\$\$\$
7.4
MILLION

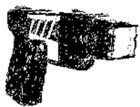
purchased
tethers this year

\$3 SAVING
MILLION



\$4 SAVING
MILLION
2016

Taser usage reduces
injuries to staff caused by
breaking up fights



\$1.5 MILLION
Lowers worker compensation costs



Improved transportation



\$1 additional
MILLION in savings



Cost savings include:

- \$7.6 million in savings spread among 21 facilities for the 2015 fiscal year, and \$7.4 million for the 2016 fiscal year, due to unfilled vacancies, especially non-custody positions, and other operating efficiencies.
- \$3 million in savings from purchasing tether units, rather than leasing them in 2015. This grows to \$4 million in savings for the 2016 fiscal year.
- Almost \$3 million from utilizing a set-aside parole/probation oversight fees fund.
- \$1.5 million in lowered Workers Compensation costs, driven by the use of Tasers in facilities, which has reduced injuries to staff when breaking up fights.
- A one-time savings of \$1.5 million in 2015 due to two unused housing units at Chippewa Correctional Facility that will go back online as part of the Kinross to Hiawatha transition.
- \$2 million in one-time savings in the 2016 fiscal year by moving prisoners from the Kinross Correctional Facility to the Hiawatha Correctional Facility site.
- \$3 million in unused work projects funding that will be returned to the state.
- \$500,000 in administrative efficiencies for local providers of Prisoner Reentry services.
- \$500,000 in savings for fiscal year 2015 after the department delayed hiring new instructors for the education program.
- \$1 million in savings from improved transportation logistics.

Kinross moving to Hiawatha site

Switch expected to improve safety, efficiency

The former Hiawatha Correctional Facility will be reopened and renamed as part of a collaborative plan to improve prison safety and efficiency while keeping costs down.

Prisoners at the Kinross Correctional Facility are targeted to be moved in November to the Hiawatha site, which is receiving upgrades and will take on the Kinross name.

Kinross, a former air force base that was repurposed as a prison in 1978, was in line for security and technology enhancements that were made more costly by the facility's design and aging infrastructure, said Warden Duncan MacLaren.

The idea for the move was mentioned during a discussion on the upgrades and options for controlling costs.

What followed was a joint effort between staff and management to assess the facilities to determine if the idea was viable, MacLaren said.

Ultimately, the evaluation showed it would cost less to reopen and update Hiawatha than it would to perform the needed enhancements at Kinross, which has additional security challenges because it was not built to house prisoners.

Kinross has narrow hallways, poor overall sight lines, long distances between buildings that lengthen prisoner movements, and a large perimeter, while Hiawatha has improved sight lines, wide walkways that can easily be monitored, short distances between buildings and a

shorter perimeter that is easier to monitor.

Security upgrades at Kinross were expected to cost almost \$6 million, but the move to Hiawatha reduced the cost of the upgrades to \$3.5 million.

Additionally, moving prisoners to Hiawatha is expected to save \$4.2 million annually and required \$4.3 million in infrastructure investments, compared to the \$4.6 million in infrastructure updates needed at Kinross.

The move will not result in the loss of jobs for any current employees, but it will allow for about 30 vacant positions to be eliminated.

Two currently closed housing units at the Chippewa Correctional Facility will be reopened to maintain current overall operating capacity.

Though Hiawatha closed in 2009, it has remained in good condition, said MacLaren, who was the deputy warden at Hiawatha when it closed.

"The physical plant side is in great shape," MacLaren said. "The nice thing is, it's like a blank shell with all the latest and greatest in security. It's like having a house that's framed and you can finish it how you want."

Kinross will be deactivated for prisoner use with the exception of the unsecured Level I "K Unit." Regional transportation will also continue to operate from Kinross, which will be maintained for potential future use, but will not receive the security upgrades scheduled for active facilities.



“We’re the undercover heroes”

CMO Donald Jones discusses work with MDOC

Donald Jones was seeking an exciting career in criminal justice when his brother suggested the Michigan Department of Corrections.



Donald Jones

Jones, who studied criminal justice at Wayne County Community College, looked into work with MDOC and took a position as a corrections

officer at Huron Valley Men’s Facility 11 years ago.

“It’s an excellent career,” said Jones, now a corrections medical officer at Woodland Center Correctional Facility. “It’s rewarding and it’s a career where you can learn.”

Skills that are crucial in corrections, such as effective communication, problem solving and thinking on your feet, are also important outside prison walls, he said.

One of the biggest challenges can be dealing with unruly or mentally ill prisoners, he said.

“It’s like playing chess,” Jones said. “You have to navigate through all the rhetoric to get through the day.”

Jones, who has served as a mentor and role model for new corrections officers, said it is very rewarding to see new officers excel and gain confidence in their roles.

“I always tell the new recruits to learn the job the right way and do the right things,” Jones said. “Think on your feet and think safety first.”

Officers strive every day to keep the public, their colleagues and other prisoners safe.

“We’re the undercover heroes,” said Jones, who was named Woodland’s officer of the year for 2015 for his positive attitude, attention to details and ability to serve as a great leader and role model.

Jones is also active in his church and community and stresses the importance of giving back to his sons.

His family helps feed the homeless, raise money for charity and participates in other altruistic efforts.

He was recently honored by his church for organizing a drive to collect school supplies for underprivileged children.

“It’s about being part of the community and giving back,” Jones said.

You Name It!

Give us your suggestions for a new newsletter name

With the F.Y.I. scheduled for a facelift this year, it’s only fitting that it should have a new name to go with its new look.

After asking for your input on how we could improve the F.Y.I.— one suggestion we received was for a new name.

Help us find a name that could carry this newsletter forward and send us your suggestions.

We’ll put the suggested names to a vote to give everyone at MDOC a chance to weigh in.

The individual who submitted the winning name will receive a prize.

This won’t be the first name change for the newsletter. It has previously been called Celebrate, Deadline, Dialogues, Insider and Signal. It became the F.Y.I. in 1990.

Please send name suggestions to KramerH@michigan.gov, by March 6. Submitted names will be published in the April newsletter and put to a vote, with the winning name announced in May.

F.Y.I.



HELP MAKE THINGS RIGHT

MDOC accepting applications for officer training academies

Don't forget! The Department of Corrections is accepting applications now for corrections officer training academy classes that will begin in March.



Help Protect and Transform Lives

MDOC Academies now accepting applications for March classes

Classes will be held March 16 at the former Hiawatha Correctional Facility in Kincheloe, and on March 30 at the Michigan State Police Training Academy and The Summit in Dimondale. New recruits will become state employees as soon as they begin training, which will be funded by the department.

The department hopes to hire more than 300 new corrections officers from the academy's first graduating classes. Help us continue the legacy of excellence upheld by Michigan's corrections officers today and sign up, or refer a friend or family member. For more information, or to apply, click [here](#).

Nancy Martin appointed to Parole Board after retirement of Jayne Price



Nancy Martin

Nancy Martin, a 29-year veteran of the department, will join the Parole Board starting March 1 following the retirement of board member Jayne Price.

Martin will complete the remainder of Price's term on the board, which expires April 15, 2018. Martin began her career as a probation agent and has also worked as a labor relations representative, human resource manager, risk management coordinator, offender reentry unit manager, and administrative assistant to the deputy director of the Field Operations Administration, where she served as MDOC lead for the Offender Management System Project.

She has a degree in criminal justice from Michigan State University and received post-graduate certification as a paralegal from Roosevelt University.

Price was first appointed to the board in 2011 and briefly served as Parole Board Chairperson. She joined the MDOC as a corrections officer in 1983 and also served as sergeant, resident unit manager, and parole/probation officer.



Jayne Price



We want to share the personal accomplishments and actions of our employees!

If you know about something an employee has done that deserves some praise, let us know. Email the story to KramerH@michigan.gov and F.Y.I. will share the story with the rest of the MDOC family.

Son of MSI staffer named to state high school baseball dream team



With a pitch that consistently flies by batters at the plate, Nick Kamrada's athletic talents have gained statewide recognition.

Kamrada, the 19-year-old son of Michigan State Industries Chief Accountant, Chris Kamrada, was named 2014 Player of the Year by High School Sports Scene Magazine and was also chosen as a member of the 2014 Baseball Dream Team. Kamrada's pitch clocked in at 93 mph during his 2014 season at Grand Ledge High School, and his throw consistently remained in the high 80s. He finished the season 12-0, with seven shut-outs, 90 strikeouts in 60 innings, a 0.81 ERA and only 14 walks.

Chris Kamrada said his son has been playing baseball since he was 7 years old, and has been pitching since he was 8. Nick Kamrada currently plays baseball for Ohio University, where he studies psychology.

Apply now for the Susan M. Hunter scholarship award

The 2015 Susan M. Hunter Scholarship application is now available on the Association of State Correctional Administrators' [website](#).

Applicants must be the child of a current, retired or deceased employee who is or was a full-time employee of a state or federal corrections agency that is an ASCA member. Applicants must also be high school seniors entering college, undergraduates or graduate students and must attend a 2- or 4-year accredited college or university. Students must be enrolled full time and have a minimum GPA of 3.3. Graduate students must be studying corrections or criminal justice.

In 2014, scholarships were awarded in the amounts of \$1,000 for undergraduate students, \$1,500 for graduate students and \$500 for continuing award winners.

Applications are due March 31 and all hard-copy information must be postmarked no later than March 31.

For more information visit the ASCA [website](#).

Employee recognition banquet approaching

Each year, the Department of Corrections honors exceptional staff throughout the organization for their efforts to serve the state's citizens.

This year employees will be recognized during an evening reception on May 6 at Michigan State University's Huntington Club at Spartan Stadium.



The reception begins at 5:30 p.m. with dinner and awards at 6:30 p.m. Tickets are \$20 per person.

At the banquet the department will recognize the following staff of the year: Corrections Officer, Parole/Probation Agent, Administrative Support, Health Care, Teacher, EPIC member, Corrections Manager, Professional Excellence Award winners and the Director's Award recipient.

EPIC team tackles patient care

The Department of Corrections is using its Effective Process Improvement and Communication (EPIC) teams to create more practical and efficient procedures to deliver health care.



The MDOC Dental

Department established teams of employees from diverse backgrounds to address the critical factor of "Clinical Time Utilization".

The first team successfully identified time use variances to more effectively develop a statewide clinical assignment coverage plan.

A second, new EPIC team is addressing several issues that can infringe on optimum patient care.

A major factor that has been recognized to improve patient care is the use of a mentoring program. Understanding that each Dentist has varying mastery of particular skills and experiences, the dental team has implemented a program that permits the sharing of professional strengths which, in turn, enhances skill levels, improves morale and unifies the statewide dental division.

The use of a mentoring program has been implemented to assist staff with one of the more complex, time consuming and routinely performed procedures - the extraction of teeth. A mentoring team has now held several sessions throughout the state to assist colleagues in this procedure, and the response has been very positive.

One dentist who participated said "The day I spent with a colleague, who has been doing extractions routinely for over 40 years was very helpful. Essentially, I ended the day with confidence knowing my techniques and protocol in complex extractions and complications matched his. We discussed shared experiences and ended the day both having learned." Similar reactions are heard from other participants.

This unique mentoring program is available statewide and open to all MDOC dentists who wish to participate.

One Mentor said they also see value in creating closer professional relationships among the dental team.

The EPIC team will continue to develop and implement more programs and opportunities within the coming months. Dental staff received an overview of the project during statewide meetings held in December. It is the sole purpose of this EPIC team to commit themselves to a positive work environment that is not only efficient, but also open for communication and mutual respect.

A High Five to the dental division! Its EPIC team is ahead of the curve as it is practicing, in part, one of the objectives of the department's five year Strategic Plan, specifically goal No. 5 – to "Recruit, Develop and Retain a Mission-Driven Workforce," by developing its own mentoring program.

Corrections Officer honored by Lt. Governor

After his brother was attacked by a prisoner at Saginaw Correctional Facility, Corrections Officer Paul Ott worked hard to provide daily updates on his condition to



Paul Ott

concerned staff and administrators.

His efforts to keep staff informed led Ott to be honored with the Lt. Governor's Coin for his actions.

Ott communicated daily about his brother, Kevin Ott's, condition and prognosis via email, phone and Facebook.

Kevin Ott, who is also a corrections officer at Saginaw Correctional Facility and a 25-year veteran of MDOC, was hospitalized in October after he was attacked by an inmate.

He suffered a cracked skull and collapsed lung in the attack and spent five days in the hospital, where he was visited by Gov. Rick Snyder and department leaders in addition to friends and family. Ott's condition has improved and he remains home in recovery.

Silent auction raises money for Women's Center



The Women's Center of Greater Lansing received support for its programs after staff at the electronic monitoring center raised \$272 in a silent auction fundraiser to benefit the nonprofit.

The auction featured 120 items including handbags and costume jewelry. Items that were not purchased in the auction were donated to the center's professional women's clothing closet, which provides women in need with business attire for job interviews.

"This support helps us to continue helping women meet their goals," said center Operations Director Patsy King. "It means a great deal."

Thumb Correctional Facility employee club aids veterans

Staff at the Thumb Correctional Facility are giving local veterans a boost in an effort to support and thank America's military heroes.

The facility's employee club partnered with the Vassar Veterans Military Support Group to raise money for clothing, bath liners and toiletries for nine homeless veterans enrolled in the Anka Akron Program in Akron, Mich.



The Vassar Veterans Military Support Group is a nonprofit that supports veterans from Vassar and the Tuscola County area.

Inmate crochet group at NCF donates toys, winter clothing

A group of prisoners participating in a crochet class at Newberry Correctional Facility donated 20 handmade stuffed animals and 65 hat, mitten and scarf sets, along with some small afghans to needy Luce County area residents. The items were delivered to the Department of Human Services for distribution in mid-January. The Newberry Prisoner Benefit Fund purchased the yarn for the class, which started in October.



Kinross inmates craft wall mats for Brimley High School

Brimley High School replaced worn wall mats in its gym with the help of inmates at Kinross Correctional Facility.

The Brimley Booster Club commissioned for 16 new wall mats to be produced by prisoners involved in the facility's chair repair program, which refurbishes about 400 office chairs a year for the department in addition to completing projects like the one at Brimley for local schools. The mats were completed in November.

Prisoners involved in the program are "wonderfully talented" and designed and hand sewed the mats, said Kathy Olson, deputy warden at Kinross.

Brimley High School Principal Brian Reattoir said the previous mats were in poor shape and needed to be completely refinished.

The new mats are nicely done and the school and community have really enjoyed the finished product, he said.

The repair program at Kinross also recently produced wall mats for Rudyard Area Schools. The \$1,200 to \$1,500 cost of the projects were covered by each school's booster club, Olson said.

Visit our [Facebook](#) page for more photos of the Brimley and Rudyard projects.



Metropolitan Territory staff help warm Detroit area residents

Detroit area families in need will stay a little warmer this winter thanks to the MDOC Metropolitan Territory staff.

Staff helped shatter donation goals for the annual "Bridging the Gap" coat drive, bringing in more than 340 coats, as well as a number of cold weather accessories such as hats, gloves and scarves. The Lawton Parole Office contributed 145 coats alone—the largest number donated by any office.

Volunteers from Detroit area parole and probation offices also helped pass out the donated coats and accessories to needy families at Henry Ford High School in Detroit.

Field Office Administration employees partnered with a number of area agencies for the drive. More than 1,200 coats were donated overall as part of the effort.



MDOC Employees Recognized for Honorable Actions

Billy Leturgez received the department's lifesaving award for his efforts to resuscitate an unconscious prisoner in June.



Billy Leturgez

Leturgez noticed a prisoner slumped over in his chair in a cubicle and found him pale and unresponsive when he approached him.

He immediately called for assistance and placed the prisoner on the floor to begin performing CPR. Additional staff arrived with an AED and shocks were administered while healthcare staff monitored the prisoner's vital signs. The prisoner was resuscitated and was taken by Emergency Medical Services staff for further assessment and treatment. Leturgez is a corrections officer at Gus Harrison Correctional Facility and joined the MDOC in 2012.

Randy Burrow received the department's citizenship award for helping to provide emergency first aid to a driver involved in a rollover accident in August.



Randy Burrow

Burrow saw the vehicle rollover, end over end, and quickly called 911 to report the accident then stopped to assist.

Burrow found the driver bleeding from the mouth and possibly suffering from a seizure, so he entered the front seat of the vehicle while a volunteer firefighter got into the backseat to stabilize the driver's head. When the driver began choking, Burrow leaned him forward to prevent his airway from being obstructed. Burrow remained with the driver, providing emergency first aid and talking to him to try to keep him calm and alert until emergency responders arrived.

Burrow is a corrections transportation officer at Gus Harrison Correctional Facility, and a 25-year veteran of the department.

Christopher Hines received the department's lifesaving award for helping a prisoner who was choking in May.



Christopher Hines

Hines was monitoring lunch lines at the Charles E. Egeler Reception and Guidance Center when he saw a prisoner run into the vestibule of the dining hall while clutching his throat. Understanding that the prisoner was choking, Hines rushed to help and performed abdominal thrusts until the object was dislodged.

Hines is a corrections officer with more than 23 years of service with the department.

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Update your information to receive emergency notifications

With a snowstorm earlier this month resulting in the closure of a number of lower Michigan state offices, it's a great time to remind everyone to review their contact information online to ensure important notices are received.

The Department of Technology, Management and Budget recently added communication software called NotiFind to its emergency notification system, which uses mobile phones, text messaging, land lines and email to inform users of emergency situations.

To make sure you receive timely notifications regarding emergencies, including office closures, please review and update your HRMN contact information.

Go to www.michigan.gov/selfserv.

- Select '**Personal Information**'
- Select '**Emergency**'
- Choose '**Additional Contacts**' button on right
- Add/update additional telephone numbers or texting under the '**Type**' heading select '**Cell, Personal or Work SMS**' from pull-down menu.
- Click '**Update**' button when done.



Worth 1,000 words

Send us your pictures of Michigan's beauty

Michigan residents have the benefit of bragging about the state's unparalleled natural beauty. Its treasures are no secret and we want your help sharing them with the rest of the MDOC family.

The next time you snap a photo of the state's seasonal splendor, send it our way and it could be featured on the next cover of the newsletter.



Make sure to include details on when and where you took it, so we can share the story behind the image too.

Photos can be emailed to Holly Kramer at KramerH@michigan.gov, and the images you submit will also be included in a gallery on our [Facebook](#) page.

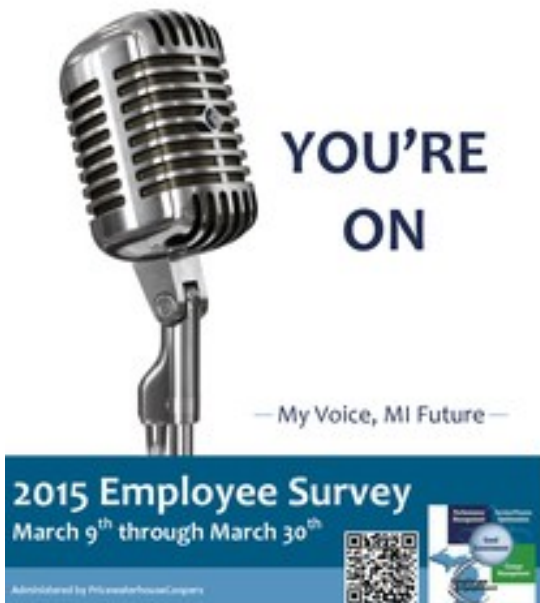
The image on this month's cover was taken during a snowstorm just outside Grand Ledge, Mich.

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HELP MAKE THINGS RIGHT

Bureaucracy Busters Poster Contest Winner Announced



Last month, state employees were asked to help promote the 2015 Employee Engagement Survey by designing a poster that would encourage employee participation.

Bureaucracy Busters received 39 poster designs, including 10 from the Department of Corrections.

Ultimately, employees who voted chose a poster created by staff member at the Department of Community Health.

The winner received a copy of her poster signed by Gov. Rick Snyder and Lt. Gov. Brian Calley.

The poster will be displayed in state facilities as the 2015 Employee Engagement Survey approaches.

Other poster designs, including those from the Department of Corrections, can be viewed on the [Bureaucracy Busters insideMichigan site](#).

Copies of the 10 posters submitted by MDOC will be posted at the work location of each of the employees who entered the contest.

You Are What You Eat

Bureaucracy Busters offers Healthy Recipe Contest

The combination of missing the recommended amount of servings of fruits and vegetables and multiple winter holidays might have wrecked your dietary goals for the past few months.

Now the Bureaucracy Busters community is asking employees to help each other get back on track by sharing healthy recipes.

The employee whose recipe has the most amount of stars at the end of the campaign will receive a Pure Michigan gift basket.

To share your recipes, and photos of the dish, log on to the [Bureaucracy Busters site](#).



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Michigan State Industries offers carved state-seal plaques



Michigan State Industries offers 3D sandblasted wood state seal plaques to all MDOC facilities.

The plaques are manufactured at the MSI Sign Operation at Bellamy Creek Correctional Facility. Plaques are hand crafted using state-of-the-art technology to create detailed designs of the seal of Michigan.

Customers can also request custom designs for indoor or outdoor use to meet their specifications.

For more information visit www.michigan.gov/msi.

Corrections in the News

Click on the headline to read each story.

[Michigan reinstates corrections officer school](#)—Lansing State Journal

[How Michigan's justice system is saving tax dollars](#)—Detroit Free Press

[About 170 people jump into icy Clark Lake, raise \\$30,000 for Special Olympics Michigan](#)—Jackson Citizen Patriot

[Hockey game benefits slain corrections officer's sons](#)—The Voice

[Old age in the big house](#)—Al Jazeera America

Meanwhile, on facebook



Michigan Department of Corrections

January 22 at 2:55pm · 🌐

Earlier in his office, Director Heyns filmed a video to encourage employees to take part in the 2015 Michigan employee engagement survey, coming in March.

The survey is an important part of the Governor's reinvention of state government and aims to be a basis for goal setting.

Stay tuned for the complete video footage in the next few weeks!



Like · Comment · Share · 👍 5

To see more posts, visit our [Facebook page](#).



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DECEMBER 2014 RETIREMENTS

Adamczak, David A. Earnest C. Brooks Correctional Facility
Allen, Rodney M. Richard A. Handlon Correctional Facility
Backing, Marwood D. Ionia Correctional Facility
Baker, Marc W. Oaks Correctional Facility
Ballinger, Chris W. Ionia Correctional Facility
Banks, Ernest Detroit Reentry Center
Bard, Randy B. Central Michigan Correctional Facility
Bell, Bradley E. Central Michigan Correctional Facility
Bendt, Dean R. Carson City Correctional Facility
Buono, James G. Pugsley Correctional Facility
Butler, Jonathan P. Detroit Reentry Center
Christenson, Charles Field Operations Region III, 1 Division Grand Rapids
Clark, Reginald Charles E. Egeler Reception and Guidance Center
Clouse, Karen A. Charles E. Egeler Reception and Guidance Center
Czarnecki, Janet M. Muskegon Correctional Facility
Davidson, Robert S. Saginaw Correctional Facility
D'Epifanio, Carol A. Field Operations Region III, Lapeer County Parole/Probation
Dick, Archie Cassidy Lake Technical School
Dilday, Kenneth F. Chippewa Correctional Facility
Dowell, Sandra K. Charles E. Egeler Reception and Guidance Center
Emmons, John B. Carson City Correctional Facility
Fitzhugh, Sharon Earnest C. Brooks Correctional Facility
Fuller, Rodrick L. Michigan Reformatory
Glasscoe, Arthur L. Charles E. Egeler Reception and Guidance Center
Gormley, Edward D. Jackson Human Resources Office
Graver, Darrell S. Lakeland Correctional Facility

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DECEMBER 2014 RETIREMENTS

Haynes, John	West Shoreline Correctional Facility
Hodge, Michael D.	Lakeland Correctional Facility
House, Charles W.	Michigan Reformatory
Johnson, Cynthia K.	Central Michigan Correctional Facility
Kirk, Gail M.	Macomb Correctional Facility
Lamontagne, Steven E.	Macomb Correctional Facility
Langschwager, Mark	Saginaw Correctional Facility
Lauer, Margaret E.	Richard A. Handlon Correctional Facility
Loonsfoot, Gary F.	Baraga Correctional Facility
Martinez, Sylvia A.	Gus Harrison Correctional Facility
Miller, Kevin T.	Bellamy Creek Correctional Facility
Milton, Herman L.	Thumb Correctional Facility
Mims, Victor B.	Woodland Center Correctional Facility
Morris, Jerome	Charles E. Egeler Reception and Guidance Center
Murphy, Brent J.	Oaks Correctional Facility
Mutter, Michael J.	Pugsley Correctional Facility
Nedd, Lola	Detroit Reentry Center
Oegema, Stephen M.	Earnest C. Brooks Correctional Facility
Patricio, Gregory I.	Earnest C. Brooks Correctional Facility
Peet, Nancy A.	Central Michigan Correctional Facility
Ranck, Dwight M.	Parnall Correctional Facility
Rand, Joseph	Cooper Street Correctional Facility
Revels-Woodson, Diane P.	Field Operations Region I, Tremonti Building
Sears, Marianne A.	Woodland Center Correctional Facility
Sperry, Monica L.	Earnest C. Brooks Correctional Facility
Stevens, Teresa	Central Michigan Correctional Facility

**DECEMBER 2014 RETIREMENTS**

Stewart, Robert W. Lakeland Correctional Facility
Sweigert, Walter N. Gus Harrison Correctional Facility
Taylor, Ivan A. Chippewa Correctional Facility
Terryah, Bruce J. Women's Huron Valley Correctional Facility
Thompson, Timothy N. Chippewa Correctional Facility
Toensing, Fred A. Chippewa Correctional Facility
Trammell, Donald E. Women's Huron Valley Correctional Facility
Trimble, Gail A. Field Operations Region III, Ingham County Probation
Truman, Trudie A. Lakeland Correctional Facility
Vance, Patricia A. Charles E. Egeler Correctional Facility
Whitfield, Burgess D. Detroit Reentry Center
Wilson, Jan M. Kinross Correctional Facility
Wyman, Steven J. Richard A. Handlon Correctional Facility